

Lone Mountain Processing, Inc.

- I Have Been Asked To Give A Brief Overview Of Lone Mountain & Our Substance Abuse Sampling Program
- For Those Of You Who Are Not Familiar With Us, Lone Mountain Is A Subsidiary Of Arch Coal
- We Are Currently Operating Three Underground Mines In Southeastern Ky. & A Prep Plant, Loadout, & Business Office in Southwestern Va.

Lone Mountain Processing, Inc.

- Darby Fork Mine – Started Production - April 1993 – Currently 2 Section Mine
- Huff Creek Mine – Started Production – July 1993 – Currently 3 Section Mine
- Clover Fork Mine – Started Production – August 2003 – Currently 2 Section Mine
- All Three Mines Located In Harlan Co., Ky.

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- Prep Plant – Started Production – Fall 1992
- Prep Plant/Loadout & Office Is Located In Lee County, Va.
- Currently We Employ 347

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- Our Current Substance Abuse Sampling Includes
 - Post Offer Sampling
 - Reasonable Cause Sampling
 - Post Accident Sampling
 - Random Sampling

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- Post Offer Sampling
 - Conducted Since Inception
 - All External Candidates Are Sampled After An Offer Of Employment
 - Employment Offer Conditioned Upon Negative Result
 - A Negative Result Which Is A Success Has Been Very High This Area (In Excess Of 99%), I Contribute This To The Fact That They Usually Have Time To Study For This Test

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- The Next Three Types Of Sampling Were Implemented Primarily As A Result Of An Employee Opinion Survey Conducted In The Summer Of 2002
- One Percent Of Our Employees Responded That They Felt We Had A Problem With Substance Abuse
- In Response, We Implemented Reasonable Cause Sampling, Post Accident Sampling, & Random Sampling

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- Reasonable Cause Sampling
 - Written Policy Implemented Nov. 2002
 - In This Case The Employee Is Removed From The Workforce Until The Sample Results Are Obtained
 - If Result Is Negative, The Employee Is Reinstated With Back-pay

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- Post Accident Sampling
 - Written Policy Implemented Nov. 2002
 - In All Incidents That Require Medical Treatment, The Individuals Directly Involved Will Be Sampled
 - A Negative Sample Which Is A Success Has Been Very High This Area

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- Random Sampling
 - Written Policy Implemented Nov. 2002
 - We Determine The Percent Of The Workforce That Will Be Sampled, Anywhere From 1 To 100% Of The Workforce, In Fact We Have Selected 100% On Two Different Occasions
 - A Third Party Administers The Sampling
 - TPA Determines Who Will Be Sampled Utilizing A Computer Based Random Selection Process
 - TPA Coordinates The Sampling Schedule With A Company Representative
 - TPA Collects The Samples At The Mine Site And The Medical Review Officer Clarifies Any Positive Results
 - We Average Around ½ to 1 Percent Positive Samples In This Area

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- Keys To Successful Program
 - Employee Assistance Program
 - For The Employee That Needs Help & Truly Wants Help
 - Only For Pre-Disciplinary Request For Help
 - Zero Tolerance For Illegal Drugs
 - Medical Review Officer
 - Reliable, Confidential, Third Party Administrator
 - Committed Workforce

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- Areas Of Concern
 - Altered Samples
 - Web Sites
 - Local Vendors Supply Masking Agents
 - No Tracking Of Positive Results From Company To Company
 - Expensive Program